Revised Noncommissioned Officer Evaluation Reporting System

Module 1: Overview

as of 24 June 2015

Agenda

- Background
- Approved Changes
- NCOER Support Form and Grade Plate NCOERs
- Rater Tendency Label
- Senior Rater Profile Label

Unclassified

Background

- **Key Focus of the Evaluation Reporting System Review:**
  - Reflect current leadership doctrine (ADP 6-22)
  - Establish and enforce rating official accountability
  - Address the "one-size-fits-all"
- **Development Process:**
  - Current NCOER implemented in 1987
  - Proposed changes based on the following:
    - 38th CSA Strategic Priorities
    - DA Centralized Selection Board comments
    - Field input
    - Lessons learned during fielding of OER
  - Mirrors development of OER with modification by Army Leaders

Informed By:

- SECARMY Guidance
- 38th CSA reshaping and approval
- SMA, Board of Directors, and NCO Working Groups
- Other Services and Industry review
- HQDA Centralized Selection Board AARs
- General Officer Steering Committee / Council of Colonels
- ADP 6-0 and ADP 6-22
- Profession of Arms Forum
- Army White Paper, The Profession of Arms
- Army Leader Development Strategy

NCOER remains the primary tool documenting NCO performance and potential

Approved Changes

- Applicable to all Army components (Regular Army, Reserve, and Guard)
- Three NCOER forms aligned with Army Leadership Doctrine (ADP 6-22)
  - SGT (Direct)
  - SSG-1SG/MSG (Organizational)
  - CSM/SGM (Strategic)
- Rater tendency for Raters of SSG-CSM/SGM
- Senior rater profile for senior raters of SSG-CSM/SGM; limited to 24% for the “MOST QUALIFIED” selection
- Clear delineation of rating official roles & responsibilities
  - Rater assesses performance
  - Senior Rater assesses potential

Unclassified

Approved Changes

- Assessment Format
  - Rater
    - Bullet comments (SGT-1SG/MSG)
    - Narrative comments (CSM/SGM)
  - Senior rater – narrative comments for all NCOs

- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; in certain situations (i.e., no uniformed Army-designated rating officials, senior rater or someone outside the rating chain directs relief)

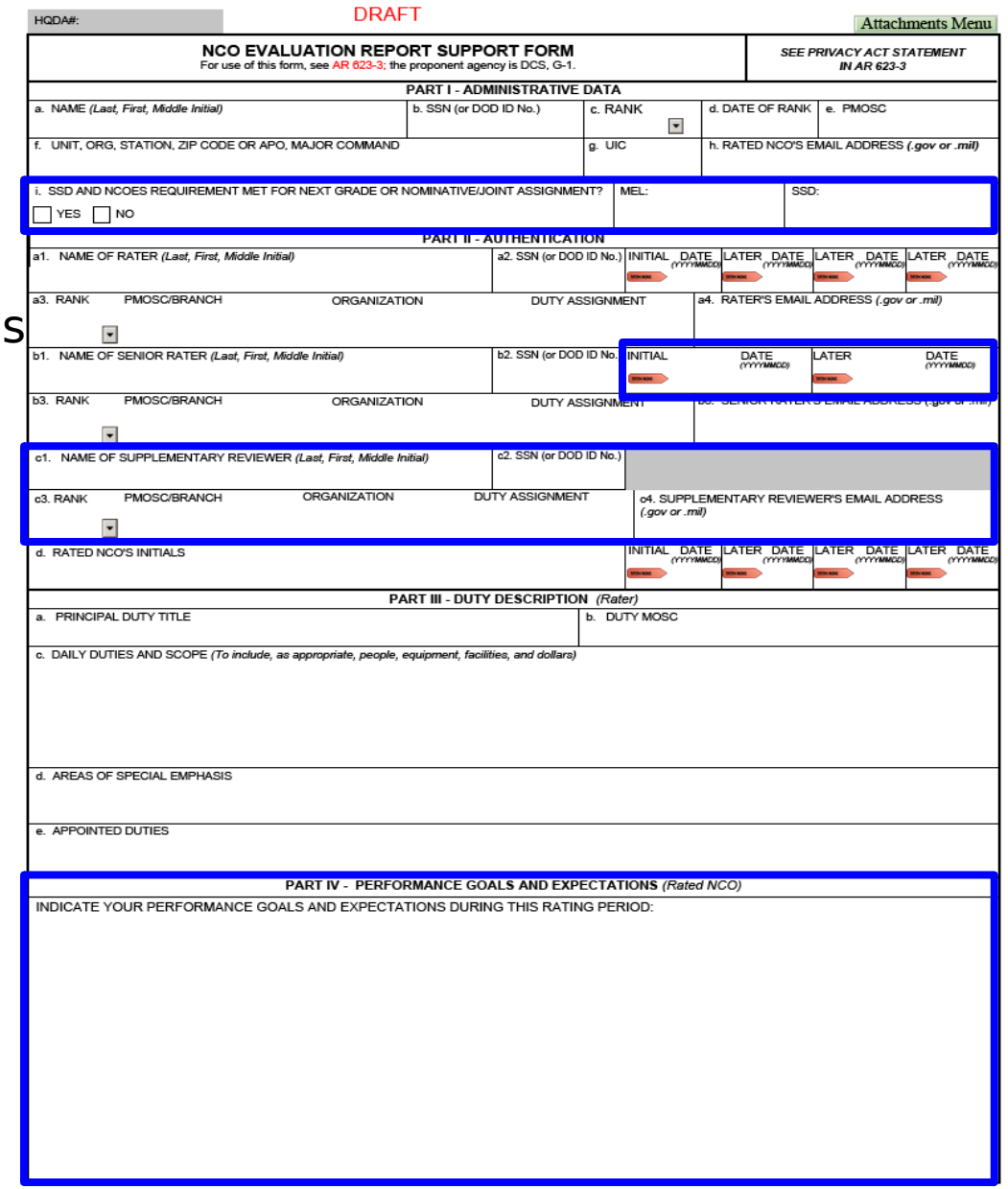
- NCOER Support Form aligned with Army Doctrine (ADP 6-22)
  - New senior rater comments box
  - Senior rater should counsel at least twice during rating period

- Discourage creation of large senior rater populations (pooling)

Unclassified

NCOER Support Form – Page 1

- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior rater annotates counseling dates
- Part II – Supplementary reviewer, if required
- Part IV – Rated NCO provides goals and expectations



HQDA#: DRAFT Attachments Menu

NCO EVALUATION REPORT SUPPORT FORM
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)* | b. SSN (or DOD ID No.) | c. RANK | d. DATE OF RANK | e. PMOSC

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND | g. UIC | h. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*

i. SSD AND NCOES REQUIREMENT MET FOR NEXT GRADE OR NOMINATIVE/JOINT ASSIGNMENT? ☐ YES ☐ NO | MEL: | SSD:

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)* | a2. SSN (or DOD ID No.) | INITIAL DATE (YYYYMMDD) | LATER DATE (YYYYMMDD) | LATER DATE (YYYYMMDD) | LATER DATE (YYYYMMDD)

a3. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | a4. RATER'S EMAIL ADDRESS *(.gov or .mil)*

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)* | b2. SSN (or DOD ID No.) | INITIAL DATE (YYYYMMDD) | LATER DATE (YYYYMMDD)

b3. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | b4. SENIOR RATER'S EMAIL ADDRESS *(.gov or .mil)*

c1. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)* | c2. SSN (or DOD ID No.)

c3. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | c4. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*

d. RATED NCO'S INITIALS | INITIAL DATE (YYYYMMDD) | LATER DATE (YYYYMMDD) | LATER DATE (YYYYMMDD) | LATER DATE (YYYYMMDD)

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE | b. DUTY MOSC

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*

d. AREAS OF SPECIAL EMPHASIS

e. APPOINTED DUTIES

PART IV - PERFORMANCE GOALS AND EXPECTATIONS *(Rated NCO)*

INDICATE YOUR PERFORMANCE GOALS AND EXPECTATIONS DURING THIS RATING PERIOD:

Unclassified

NCOER Support Form – Page 2

- Part V – Attributes and Competencies (ADP 6-22)
- Part VI – Senior rater provides comments

HQDA#:

PART V - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. CHARACTER: (Army Values, Empathy, Warriors Ethos/Service Ethos, Discipline. Fully supports SHARP, EO, and EEO.)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

b. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)

APFT GOALS:	*CURRENT RECORD APFT:*
PU:_____ SU:_____ RUN:_____ HT/WT:_____ (ONLY AS NEEDED)	a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: _____ Weight: _____ Within Standard? _____ Reset Item a. APFT/Pass/Fail/Profile

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

c. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

d. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

e. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

f. ACHIEVES: (Gets results)

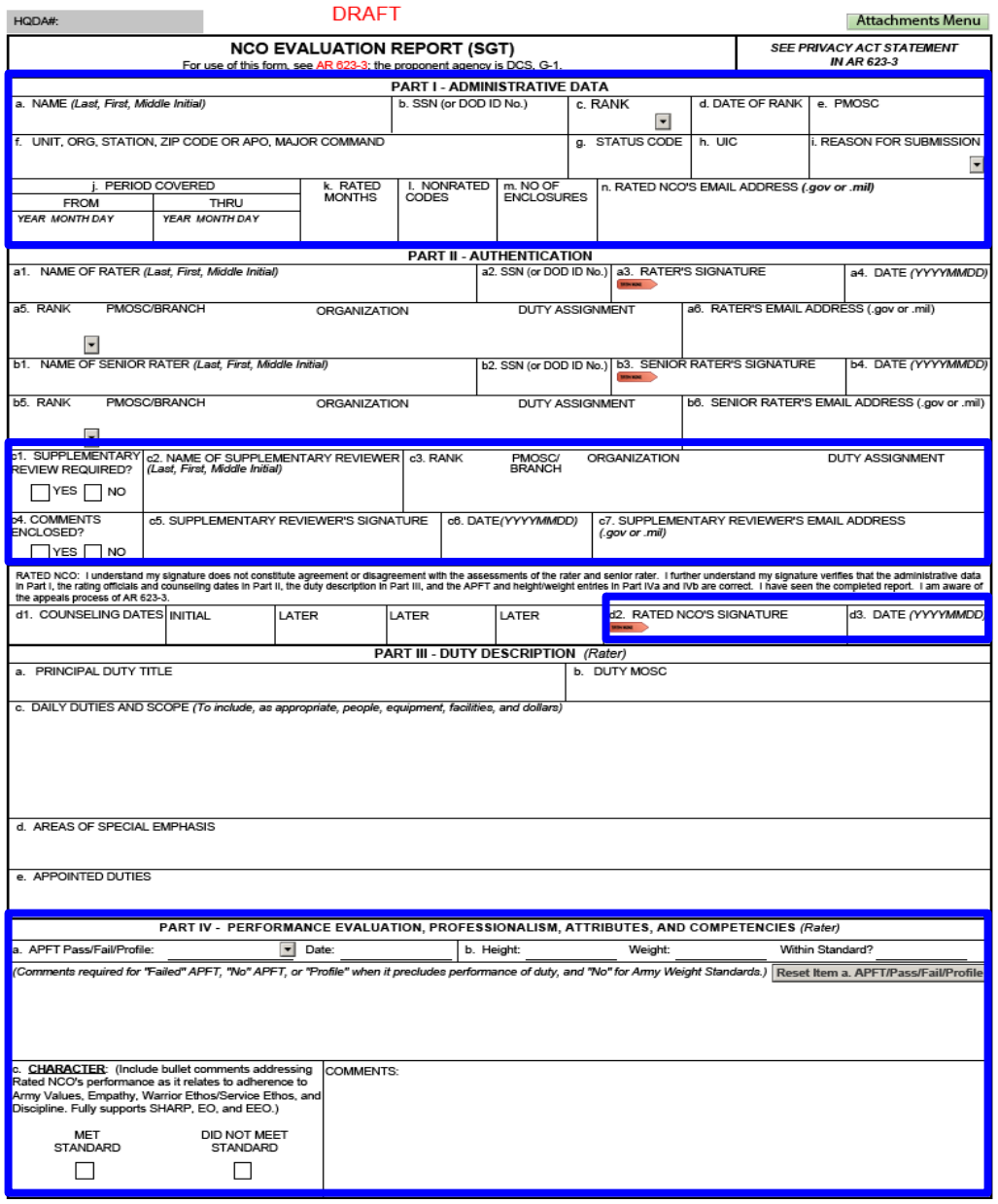
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

PART VI - SENIOR RATER COMMENTS

Unclassified

DA Form 2166-9 Series Front Page

- Administrative data is the same for all reports
- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; and in certain situations
- Part II, block d2 – Rated NCO's signature verifies seeing the report and the accuracy of administrative data in Part I, rating chain and counseling dates in Part II, duty description in Part III, and APFT and HT/WT data in Part IV
- Part IV
  - Bullet comments for Direct- and Organizational-level reports
  - Narrative comments for



HQDA#: DRAFT Attachments Menu

NCO EVALUATION REPORT (SGT)
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.
SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)* | b. SSN (or DOD ID No.) | c. RANK | d. DATE OF RANK | e. PMOSC

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND | g. STATUS CODE | h. UIC | i. REASON FOR SUBMISSION

j. PERIOD COVERED — FROM (YEAR MONTH DAY) — THRU (YEAR MONTH DAY) | k. RATED MONTHS | l. NONRATED CODES | m. NO OF ENCLOSURES | n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)* | a2. SSN (or DOD ID No.) | a3. RATER'S SIGNATURE | a4. DATE *(YYYYMMDD)*

a5. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | a6. RATER'S EMAIL ADDRESS (.gov or .mil)

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)* | b2. SSN (or DOD ID No.) | b3. SENIOR RATER'S SIGNATURE | b4. DATE *(YYYYMMDD)*

b5. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)

c1. SUPPLEMENTARY REVIEW REQUIRED? ☐ YES ☐ NO | c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)* | c3. RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT

c4. COMMENTS ENCLOSED? ☐ YES ☐ NO | c5. SUPPLEMENTARY REVIEWER'S SIGNATURE | c6. DATE *(YYYYMMDD)* | c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES | INITIAL | LATER | LATER | LATER | d2. RATED NCO'S SIGNATURE | d3. DATE *(YYYYMMDD)*

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE | b. DUTY MOSC

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*

d. AREAS OF SPECIAL EMPHASIS

e. APPOINTED DUTIES

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

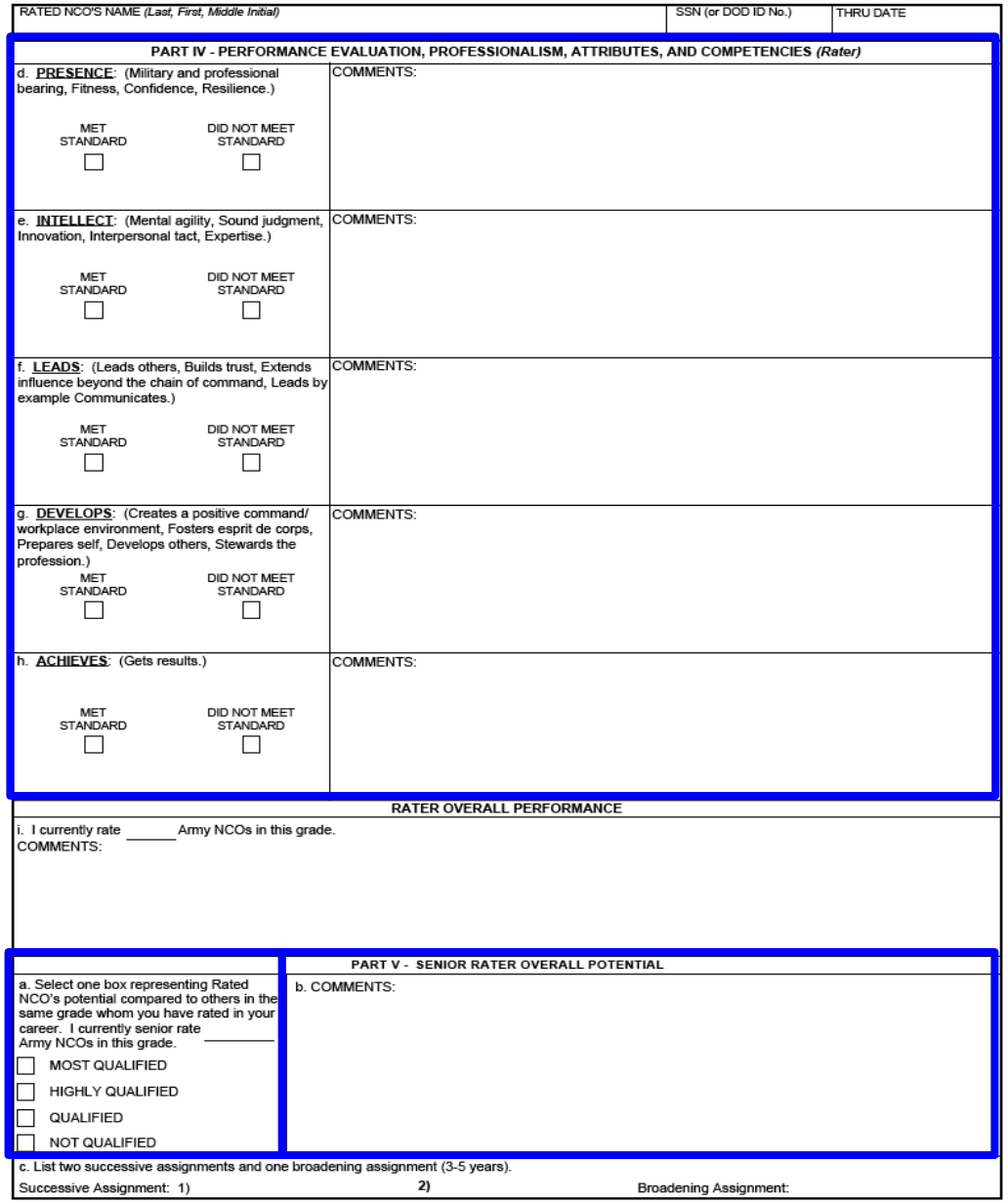
a. APFT Pass/Fail/Profile: | Date: | b. Height: | Weight: | Within Standard?

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.) Reset Item a. APFT/Pass/Fail/Profile

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)
MET STANDARD ☐ DID NOT MEET STANDARD ☐
COMMENTS:

Direct-level Report (SGT) – Page 2

- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine
- Assessment based on 2-box scale
  - "MET STANDARD"
  - "DID NOT MEET STANDARD"
- Rater – bullet format
- Unconstrained senior rater box check
- Senior rater – narrative format



RATED NCO'S NAME *(Last, First, Middle Initial)* | SSN (or DOD ID No.) | THRU DATE

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE**: (Military and professional bearing, Fitness, Confidence, Resilience.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
e. **INTELLECT**: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
f. **LEADS**: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example Communicates.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
g. **DEVELOPS**: (Creates a positive command/ workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
h. **ACHIEVES**: (Gets results.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:

RATER OVERALL PERFORMANCE

i. I currently rate _____ Army NCOs in this grade.
COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ Army NCOs in this grade.

- ☐ MOST QUALIFIED
- ☐ HIGHLY QUALIFIED
- ☐ QUALIFIED
- ☐ NOT QUALIFIED

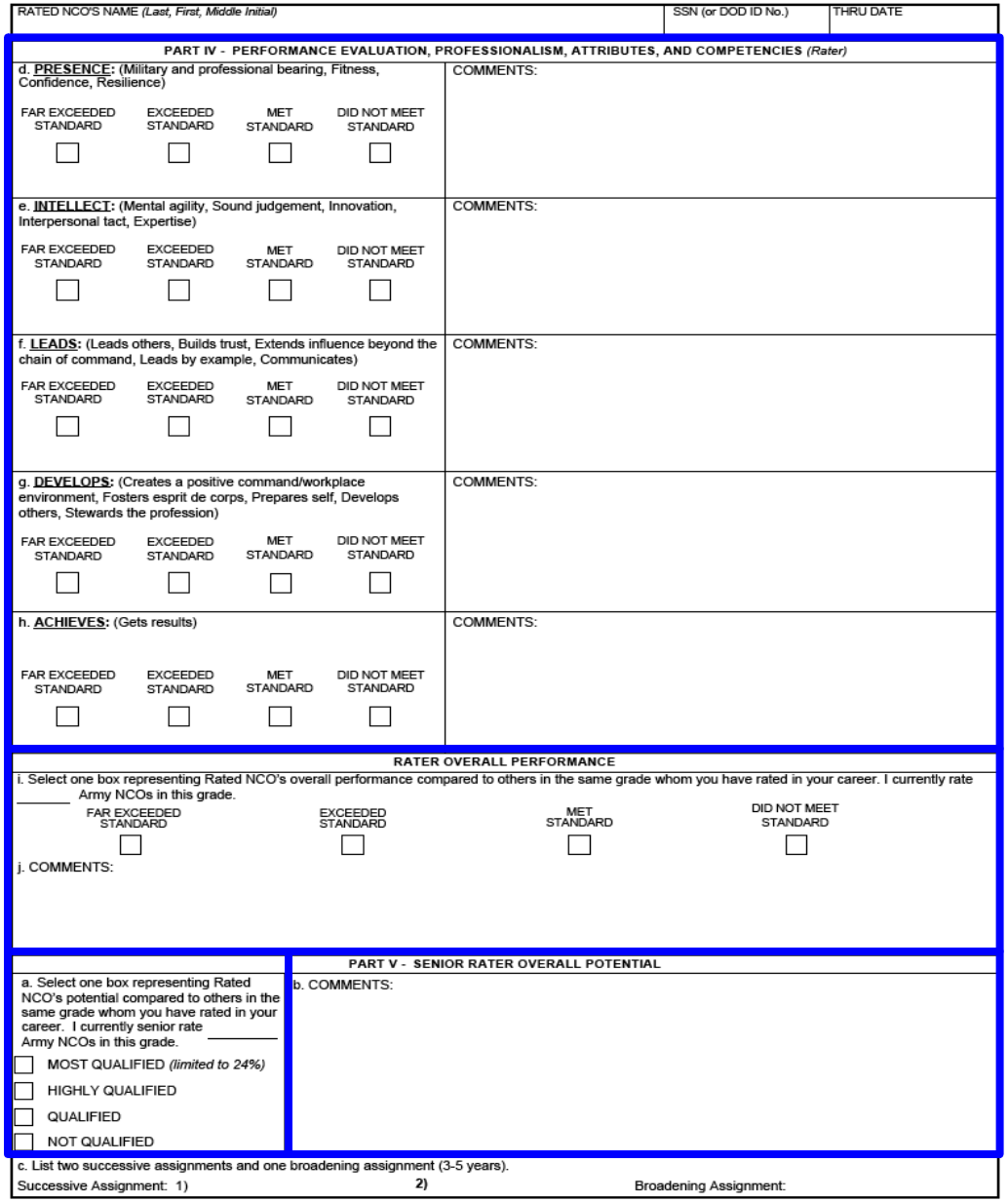
b. COMMENTS:

c. List two successive assignments and one broadening assignment (3-5 years).
Successive Assignment: 1) 2) Broadening Assignment:

Unclassified

Organizational-level Report (SSG-1SG/MSG) – Page 2

- Focuses on organizational systems and processes; aligns with Army Leadership Doctrine
- Rater – bullet format
- Assessment based on 4-box scale
  - "FAR EXCEEDED STANDARD"
  - "EXCEEDED STANDARD"
  - "MET STANDARD"
  - "DID NOT MEET STANDARD"
- Unconstrained Rater Tendency
- Senior rater profile is limited to 24% for "MOST QUALIFIED" selection; no credit applied – only one of the first four reports may be "MOST QUALIFIED"
- Senior rater – narrative format



RATED NCO'S NAME *(Last, First, Middle Initial)* | SSN (or DOD ID No.) | THRU DATE

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience) — COMMENTS:

e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise) — COMMENTS:

f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates) — COMMENTS:

g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession) — COMMENTS:

h. **ACHIEVES:** (Gets results) — COMMENTS:

FAR EXCEEDED STANDARD ☐ | EXCEEDED STANDARD ☐ | MET STANDARD ☐ | DID NOT MEET STANDARD ☐

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate _____ Army NCOs in this grade.

FAR EXCEEDED STANDARD ☐ | EXCEEDED STANDARD ☐ | MET STANDARD ☐ | DID NOT MEET STANDARD ☐

j. COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ Army NCOs in this grade.

- ☐ MOST QUALIFIED *(limited to 24%)*
- ☐ HIGHLY QUALIFIED
- ☐ QUALIFIED
- ☐ NOT QUALIFIED

b. COMMENTS:

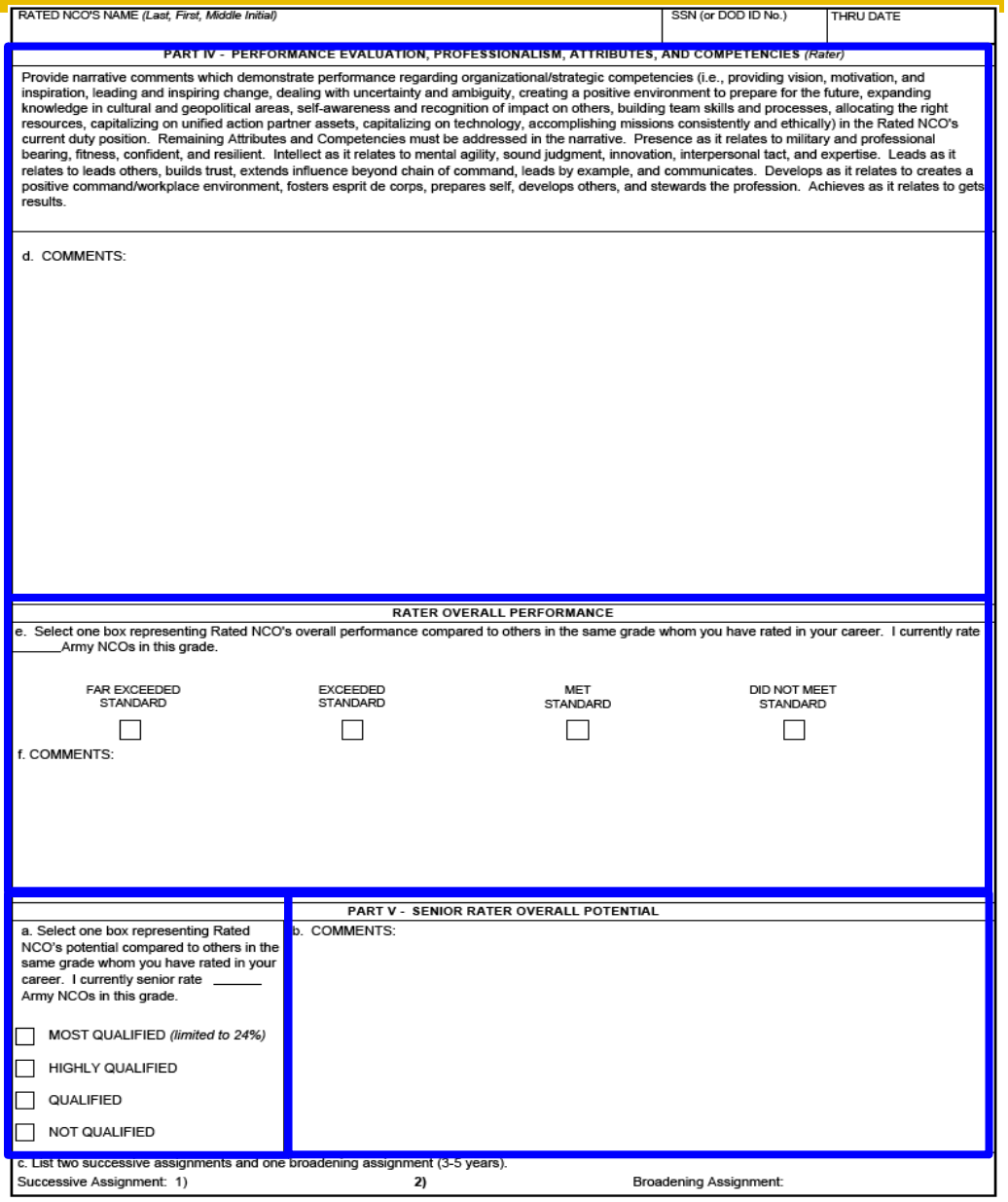
c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) 2) Broadening Assignment:

Unclassified

Strategic-level Report (CSM/SGM) – Page 2

- Focuses on large organizations and strategic initiatives; aligns with Army Leadership Doctrine
- Rater – narrative format
- Rater overall performance is not limited
- Senior rater profile is limited to 24% for “MOST QUALIFIED” selection; no credit applied – only one of the first four reports may be “MOST QUALIFIED”
- Senior rater – narrative format



RATED NCO'S NAME *(Last, First, Middle Initial)* | SSN (or DOD ID No.) | THRU DATE

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

Provide narrative comments which demonstrate performance regarding organizational/strategic competencies (i.e., providing vision, motivation, and inspiration, leading and inspiring change, dealing with uncertainty and ambiguity, creating a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishing missions consistently and ethically) in the Rated NCO's current duty position. Remaining Attributes and Competencies must be addressed in the narrative. Presence as it relates to military and professional bearing, fitness, confident, and resilient. Intellect as it relates to mental agility, sound judgment, innovation, interpersonal tact, and expertise. Leads as it relates to leads others, builds trust, extends influence beyond chain of command, leads by example, and communicates. Develops as it relates to creates a positive command/workplace environment, fosters esprit de corps, prepares self, develops others, and stewards the profession. Achieves as it relates to gets results.

d. COMMENTS:

RATER OVERALL PERFORMANCE

e. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate _____Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

f. COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ Army NCOs in this grade.

- ☐ MOST QUALIFIED *(limited to 24%)*
- ☐ HIGHLY QUALIFIED
- ☐ QUALIFIED
- ☐ NOT QUALIFIED

b. COMMENTS:

c. List two successive assignments and one broadening assignment (3-5 years).
Successive Assignment: 1) 2) Broadening Assignment:

Unclassified

Rater Tendency Label

(applies to SSG-CSM/SGM)

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **6** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐
2	**3**	**6**	**1**

Total Ratings: 12

j. COMMENTS:

o #3 of 6 SFCs that I currently rate

o executed every assignment and tasking with minimal guidance from the command

o strong performance from an outstanding NCO

Note: This is the rater's "capstone" assessment of performance and opportunity to "stratify / quantify."

- Key information includes the following:
  - Rater tendency (i.e., rating history) – the value below each box equals the overall history of those ratings in this grade
  - Rater tendency label will be imprinted on the NCOER and viewable within the Evaluation Entry System (EES) by the rater's rater and senior rater

Unclassified

Senior Rater Profile Label

(applies to SSG-CSM/SGM)

PART V - SENIOR RATER OVERALL POTENTIAL	
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate **3** Army NCOs in this grade.	b. COMMENTS: **SGM Smith's potential is among the best and easily in the top 15%. He is one of the finest NCOs with whom I have had the privilege to work with in my 25 years of service. Already demonstrates leadership and potential to serve at the nominative level. Select for CSM.**
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AT THE TIME THIS REPORT PROCESSED **HIGHLY QUALIFIED** RNCO: SMITH, BOB SR: DODD, JANE DATE: 2017-05-01 TOTAL RATINGS: 3 RATINGS THIS NCO: 1	

- Key information includes the following:
  - Senior rater's profiled assessment of rated NCO's potential
  - Senior rater's total number of ratings
  - Number of ratings for the rated NCO by the current senior rater

Unclassified

Summary

- Background
- Approved Changes
- NCOER Support Form and Grade Plate NCOERs
- Rater Tendency Label
- Senior Rater Profile Label

Unclassified

Questions

Unclassified